



**3rd Annual Conference
Plan for Success**

October 10th and 11th, 2012, The Gateway Center, Helena, MT.

*Get common workforce management questions answered at these sessions:**

"Help! My Most Experienced People are Retiring."

Keynote: Patrick Ibarra, The Mejorando Group

- Is the increase in retirements affecting your agency or work unit? Are you worried about losing knowledge and key leadership experience? Are you wondering about how to make succession planning work in state government? Our keynote speaker, Patrick Ibarra, will deliver a succession planning approach that will help you determine the leadership your organization needs along with methods to select and assess candidates, and create a succession pool.

Managing Compensation in State Government

Panelists: Julie Sanders, Fish, Wildlife & Parks; Ken McElroy, Corrections; Jim Kerins, Communication and Management Services, LLC; and Paula Stoll, State Human Resources

- Have you heard rumors about compensation? Are you confused about state compensation policy and requirements? Would you like to learn how to successfully manage compensation in state government? This panel will answer your compensation questions and provide the knowledge you need to successfully manage compensation in Montana state government. Come prepared to discuss your most challenging compensation issues.

"Leading Change Isn't a Spectator Sport"

Presenter: Patrick Ibarra, The Mejorando Group

- Is your agency dealing with unprecedented or rapid change? Are you interested in learning how to use rapidly changing times to improve service? Keynote speaker Patrick Ibarra's second session will help you identify common scenarios for managing change initiatives and will help you translate the forces of change into a tailwind with practical, tactical, and impactful ideas you can begin using today.

One More Tool for Your Employee Management Toolbox

Presenter: Thomas Barber, Profiles International

- Do you wish had a tool to help you identify and hire top performers? Do you want resources to help you coach your employees or make your team work together more effectively? Presenter Thomas Barber (with help from the Department of Corrections and State HR) will introduce easy to use assessment tools that will help you avoid bad hires and get more out of your current employees.

Employee Engagement: Long-Term Employee Edition

Presenter: Marc Scow, The Collaboration Institute

- Do you manage long-term or retirement age employees? Have they expressed concern about staying engaged during their final years working for the state? Presenter Marc Scow will help managers and supervisors address this challenging employee engagement issue. As a recently retired state employee, he brings a unique and first hand perspective to this topic. Marc's interactive presentation will offer tips and real world examples to help you engage and involve your long-term employees.